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News Summary

Articles on inside pages

Field tests of genetically engineered organisms are increasing as public opposition to the experiments fades: Page A4.

An anthropologist at Vanderbilt U. is digging in Guatemala for clues to the collapse of the ancient Mayan Indian civilization: Page A4.

A skydiving professor puts his love of the sport to use in the classroom and in fighting stress: Page A15.

Two developments have once more led critics of federal science policy to ask: Why can't lawmakers set priorities for science spending less haphazardly?: Page A19.

A federal court ordered a sweeping restructuring of Louisiana's higher-education system: Page A19.

The presidents of the Robert Wood Johnson and General Electric Foundations have announced they will step down: Page A25.

The head of the Exxon Education Foundation was chosen as the new president of the Council for Aid to Education: Page A25.

Two students are leaving Alvernia College because administrators refused to allow them to print an article in the student newspaper: Page A29.

Delegates at a meeting of Spain's university business managers urged the government to raise tuition at the country's 31 public universities: Page A31.

SECTION 1	Pages A1-36
Athletics	A30
Books	A12, 16
Business & Philanthropy	A25-26
Coming Events	A34
Computers	A18
Deadlines	A35
Deaths	A34
Fact File	A27
Gazette	A33
Government & Politics	A19-24
Grants	A26
International	A31-32
Personal & Professional	A15-18
Scholarship	A4-14
Students	A27-29

SECTION 2	Pages B1-36
Bulletin Board	B4-35
End Paper	B36
Opinion & Letters	B1-3

Irked by Sluggish Pace of Sports Reform, Some Presidents Move to Speed Change

They move to create a national panel similar to Carnegie Commission

By DOUGLAS LEDERMAN

Troubled by the threat of Congressional intervention and frustrated by the sluggish pace of reform efforts in the National Collegiate Athletic Association, some college presidents and higher-education officials are seeking new ways to stimulate change in college sports.

The most sweeping proposal being considered is the creation of a national commission on college sports, which could be comparable in form if not scope, its supporters said, to the groundbreaking Carnegie Commission on Higher Education in the 1960's. A group of presidents and higher-education officials are now courting foundation support for such a venture.

"We need to make some substantial structural changes in our sports programs or we're going to wind up being regulated by the Congress, and then we'll really be in a mess," said Eamon M. Kelly, president of Tulane University.

Mr. Kelly, like most other higher-education officials interviewed, declined to discuss details of the proposed national sports commission.

The national-commission approach and

others are being pursued as a way to deal with growing public skepticism about the integrity of big-time college sports and to revitalize the movement to reform sports, which many presidents and other educators agree has slowed to a crawl in the last few years.

Emerging From a Time of Study

They say that while the N.C.A.A. presidents' commission made immediate and significant progress in helping to promote tougher academic standards and punish wrongdoers after being established in the mid-1980's, it has become paralyzed in the last two or three years by a lack of consensus over financial issues and a tendency to overstudy, rather than act.

"We needed to study the big issues, and we've done it," said Edward T. Foote, II, president of the University of Miami. "We're now emerging from a time of study to a time where there must be, and I think will be, more action. I don't think we have to study any more to know we need to make major cost cuts."

Mr. Kelly and other reform-minded

Continued on Page A30

Betting on NFL Games to Aid Ore. College Sports

SALEM, ORE.

Oregon will introduce a controversial lottery game this fall that officials hope will direct about \$8-million a year to the state's financially strapped college sports programs. The decision by the five-member Oregon State Lottery Commission ended a long and very public campaign to win the sports programs more state support.

The new game, which has been criticized as "legalized gambling" because it permits betting on National Football League games, is expected to raise \$65-million over two years.

About \$16-million of that—or \$6-million a year—would go to the sports programs

that now receive little financial support from the state. Most of that money will support programs at the major public universities, Oregon State University and the University of Oregon, and at Portland State University, which has delayed a move to the National Collegiate Athletic

Continued on Page A30

National Board Sets Guidelines for Teacher Certification

A national board on teaching standards has issued guidelines for certifying schoolteachers: Page A15.

Students Use Summer Internships to Gather Experience for Future Jobs

By MICHELE N-K COLLISON

WASHINGTON

To the 3M Company, the General Motors Corporation, and the General Electric Company, Benita D. Melton is a hot commodity. Ms. Melton, who will be a senior this year at Michigan State University, is a finance major with good grades and two internships already under her belt. Although all three companies offered her internships this summer, Ms. Melton chose to work at General Electric's Capital Credit Corporation because of its reputation as a top-notch financial-services company.

"A lot of people think that grades help



Expected Faculty Shortages

Percentage of institutions expecting
faculty shortages in the next
five years, by discipline

Arts and humanities	11%
Biological sciences	17
Business	38
Computer science	49
Education	10
Engineering	18
Foreign languages	16
Health professions	26
Mathematics	36
Physical sciences	27
Social sciences	8
Vocational-technical fields	18

SOURCE: AMERICAN COUNCIL ON EDUCATION

Campus Trends: See story and table
on Page A27.

College Officials Worry That Congress Will Cut Student-Aid Programs

By THOMAS J. DeLOUGHRY

WASHINGTON

College officials here worry that next year's federal budget, which they thought would be a good one for higher education, may contain only small increases or even cuts in some student-aid programs.

They found cause for concern last week at the Education Department as well as on Capitol Hill, where lawmakers are working to adopt a budget before the 1990 fiscal year begins on October 1.

In Congress the bad news came in the form of leaks from the House appropriations subcommittee responsible for education spending.

The subcommittee reportedly cut some student-aid programs and froze spending on others as a way to send a message to colleges and proprietary schools that the panel would not tolerate continued high default rates on guaranteed loans and fraud

Continued on Page A24



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Benita D. Melton: "People who don't have other interests don't have leadership skills. You can't help but make yourself more marketable after an experience like this."

MARGINALIA

Classified ad in the Redlands (Cal.) Daily Facts:

"COLLEGE STUDENT will tutor grades 1-10, in most subjects. Ask for Susan."

Hi, Susan, this is Mom and Dad. Can you teach our kid to spell?

From an internal memorandum at Memphis State University:

"The Personnel Department will present and/or sponsor the following training seminars on the dates indicated:

July 20, 1989—Oral and Non-Verbal Communications: Dr. Lillian Chaney, Associate Professor in Management, will cover proper use of the telephone, correct articulation and pronunciation, suggestions for a short presentation, communications with body language, i.e. posture, eye contact, and other body gestures."

How about good eating habits, with lots of vitamins and minstreels?

"Oops!"

Here's a key ring from the alumni association of Western Connecticut State University:



Anne S. McNutt, the president of Technical College of the Lowcountry in Beaufort, S.C., has received a brochure addressed as follows:

ATTN: President/Owner
South Carolina State of

Programmer, heal thyself (from an ad for Editor's Choice Software):

"You don't have to be a Hemingway to create clear, precise, effective writing. Because now there's Grammatik III—the state-of-the-art software that analyzes your writing and suggests ways to improve..."

School Improvement News, a publication of the Michigan State Board of Education, has listed the characteristics of at-risk children. One is a "destructive or violent temperament." —C.G.

In Brief

Require Language Study, Council Urges Colleges

WASHINGTON—In an effort to bring national attention to what it sees as a need for greater foreign-language skills, the American Council on Education has called on colleges and universities to require all undergraduates to gain competency in foreign languages.

The recommendation is included in a report—to be released next month by the council's Commission on International Education—that sets broad goals for improving language education at all levels by 2000.

The commission—made up of 29 college presidents and administrators—also urges colleges to collaborate with elementary and secondary schools to improve foreign-language proficiency.

Experts in foreign-language education praised the recommendations on the whole, saying the report would lend credence to existing efforts to improve proficiency in foreign languages and would lead to new programs.

Patent Literature Stolen From University Libraries

WASHINGTON—Thieves evidently seeking to create their own library of patent literature have stolen up to 200 reels of patent microfilms from 12 university research libraries in 10 states. The libraries all participate in the U.S. Department of Commerce's Patent Depository system, which makes patent information available to researchers.

The thieves took the microfilm reels, valued at more than \$150,000, over a three-week period beginning in late June. The Patent Office found little overlap in the stolen reels, suggesting a sophisticated coordination of the theft.

Under the Patent Depository

system, the government provides the microfilms to the participating libraries. Because the microfilm is government property, the Federal Bureau of Investigation is handling the case.

The Association of Research Libraries said thefts of patent literature were reported by the Universities of Idaho, Maryland, Massachusetts, Michigan, New Mexico, Texas, and Utah; Georgia Institute of Technology; and Ohio State, Rice, Texas A&M, and Virginia Commonwealth Universities.

Storm Causes Damage of \$4-Million to Campus

NEW HAVEN, CONN.—Summer-session classes at Southern Connecticut State University were canceled for four days this month after a severe windstorm and

heavy rains damaged all of the campus's 22 buildings. Repairs are expected to cost more than \$4-million, according to William R. Bowes, vice-president for administrative affairs. Two buildings were damaged extensively and the campus lost 193 trees.

One student broke his ankle in the storm. The class schedule is being modified to make up for the lost time.

Yemane Woldemichael, a graduate student at George Washington University was arrested after allegedly going on a hammer-wielding rampage through a university library last week.

—ZOE INGALLS

Graduate Students at MIT Criticize Provost

CAMBRIDGE, MASS.

Graduate students at the Massachusetts Institute of Technology have issued a report criticizing the institution's provost for improperly using his connections with the Department of Defense to funnel research grants to M.I.T.

In their report, the students also say that the provost, John Deutch, had increased M.I.T.'s already heavy reliance on such grants to the detriment of the institution as a whole.

The 16-page report was issued by the members of the Science Action Coordinating Committee, a graduate-student group. The report accused Mr. Deutch of using his position on the Defense Science Board to recommend in-

creased spending on mycotoxin research, then taking advantage of this "inside information" to encourage an M.I.T. faculty member to apply for a grant to study mycotoxins, which are poisons produced by fungi. The board advises the Department of Defense on research policy.

The students also asserted that Mr. Deutch had stymied the work of a committee studying the impact of military-research grants on educational policy at M.I.T.

Mr. Deutch called the students' allegations "foolish." Mr. Deutch is viewed as a possible successor to Paul E. Gray, M.I.T.'s current president, who will step down next year.



John Deutch: Students' charges that he improperly used connections with the Defense Dept. are "foolish."

uate teaching fellow in mathematics, allegedly injured four people—one seriously—with a ball-peen hammer before being stopped by a university security guard. Three of the victims, two of whom were employed by the university, received minor injuries. The fourth was admitted to the university hospital in fair condition with a fractured skull.

Colgate Trustees to Study Campus Residential Life

HAMILTON, N.Y.—The trustees of Colgate University last week announced the formation of a special committee to review campus residential life, particularly the "role, structure, and function" of fraternities and sororities.

The committee is a response to a recommendation from Colgate faculty members that fraternities and sororities on the campus be abolished by 1994-95. The faculty members voted to urge the trustees to abolish the Greek system last spring, shortly after the theft of diaries from a campus fraternity, Delta Kappa Epsilon, which described incidents of illegal drug use, hazing, and sexual assaults.

The trustee committee will issue a report in six months to a year.

The university also announced that Delta Kappa Epsilon would be suspended for the 1989-90 academic year for hazing and other violations of university policy.

The fraternity will be barred from participating in intramural activities, from sponsoring parties, and from meeting as an organization. During the term of the suspension, the fraternity house will be closed.

Fight at Berkeley Dance Leads to 15 Arrests

BERKELEY, CAL.—A fight at a campus dance erupted into a mêlée at the University of California at Berkeley, after which some members of a crowd that was dis-

U. of California Eyes 'Systemwide' Hazardous-Waste Disposal

OAKLAND, CAL. Prompted by rapidly increasing costs, the University of California system is financing a \$3-million study to develop an economical approach for handling hazardous wastes generated by its campuses.

California officials believe the project, which got under way this summer, may be the first such effort undertaken by an entire university system.

In the past, each of U.C.'s nine campuses and other research centers was independently responsible for insuring that hazardous substances from its laboratories, physical plant, and teaching facilities were handled and disposed of properly.

By taking a "systemwide" approach to managing hazardous materials, officials hope to control costs better, said David F. Belk, associate director of the university's hazardous materials management program.

The costs to the university of

handling hazardous materials began increasing "noticeably and dramatically" about three or four years ago, Mr. Belk said. "The costs were doubling and tripling on an annual basis," he said. Currently, the system spends between \$6-million and \$10-million a year on waste disposal, he added.

3 Consulting Firms Hired

Three environmental consulting firms have been hired by the university to conduct the study and issue recommendations over the next 18 months, Mr. Belk said.

Besides looking at the nine campuses, the consultants also will study wastes produced by the university's medical centers, agricultural field stations, and other research facilities such as the Scripps Institution of Oceanography and the Lawrence Berkeley Laboratory.

The campuses and research centers generate hazardous materials ranging from asbestos to lab-

oratory chemicals to radioactive wastes. Among other tasks, the companies are expected to recommend "economical and environmentally sound" ways for the university system to store, treat, and dispose of those substances.

In addition, the consultants intend to develop an inventory system for keeping track of hazardous chemicals on the campuses from the point of purchase to the point of disposal. The companies also will recommend ways to reduce the amount of hazardous wastes produced in the first place.

The study is only the first phase of the effort to design a university-wide approach to hazardous-materials management.

In the second phase, Mr. Belk said, the university system will discuss the study's recommendations and the consultants will provide more concrete information on the costs of their proposals. The third phase will involve carrying out the recommendations, he said. —DENISE K. MAGNER

Note Book

Two college marching bands from the United States performed in Paris this month in celebrations of the bicentennial of the French Revolution.

Jacques Chirac, the Mayor of Paris, invited Indiana University of Pennsylvania's marching band to perform at Paris City Hall during festivities to salute America's contributions to France. The university band also performed at the Tuileries and the Louvre.

Mr. Chirac selected the Pennsylvania band after viewing a videotape of one of its performances, said Bill Swauger, director of news services for the university.

The university's Indian Marching Band is famous for its formations and for its emphasis on trumpets. About 165 of the band's 200 members—who wear crimson and grey uniforms—traveled to France. In addition, band directors from several Pennsylvania high schools who are alumni of the university band made the trip.

The Marching 100 from Florida A&M University also performed in Paris during this summer's bicentennial festivities.

The band—which marched in the Bastille Day parade—performed a medley of James Brown songs, including "Living in America," "I Feel Good," and "Cold Sweat." Florida A&M is a historically black institution, and its band's members are renowned for their version of the moonwalk—a backward, sliding dance motion—created by Michael Jackson, the pop singer.

The band was invited to march in the parade by Jack Lang, France's Minister of Culture. William P. Foster, director of the Marching 100, said the band's role in the parade was to portray black American soul music.

Sixteen high-school students from the Soviet Union and 45 from Virginia are studying each other's language and culture through a 24-day exchange program at James Madison University. The Soviet and American students are in the same music and dance classes but they are taking separate English- and Russian-language courses.

To cap off the program, the Soviet students will spend a week in the homes of the American students.

The program was started last summer as one of the "cultural initiatives" that resulted from the May 1988 summit in Moscow between President Reagan and President Mikhail Gorbachev.

James Madison is sponsoring the program because Elizabeth B. Neatrou, co-director of the university's department of Asian and Russian studies and director of the summer program, has been involved in projects that have brought together Soviet and American high-school teachers.

Students

8 in 10 Colleges Have Plans to Boost Minority Presence

But two-thirds rate their ability to do so as only "fair" or "poor"

By DENISE K. MAGNER

WASHINGTON

The vast majority of colleges are attempting to increase the presence of minority students on their campuses, a survey has found.

Despite their intentions, nearly two-thirds of the institutions surveyed rate their ability to attract black and Hispanic students as only fair or poor.

The results of the survey, conducted by the American Council on Education, are detailed in a report called "Campus Trends, 1989." Senior administrators at nearly 370 institutions responded to the survey, which has been conducted annually since 1984.

This year, for the first time, the survey asked detailed questions about minority participation in higher education. The wide-ranging survey also asked administrators about the current faculty in light of the predicted future shortage of professors and about the nationwide movement to as-

"Colleges are focusing on enrolling more minority students, but less on the fact that the climate has to be hospitable if you expect [them] to graduate."

sess the educational achievements of colleges and universities.

Elaine El-Khawas, vice-president for policy analysis and research who conducts the survey at the council, said the results about minority issues on college campuses were somewhat disappointing.

"Colleges are focusing on enrolling more minority students," she said, "but much less on the fact that the climate of the campus has to be hospitable if you expect minority students to graduate. And the campus has to have more minority professors if you expect the climate to be good."

Eight in 10 colleges reported efforts were under way on their campuses to increase the enrollment, retention, and graduation of undergraduate minority students, the report said.

Effectiveness Questioned

Reginald Wilson, senior scholar at the council, said administrators might perceive a lot of activity to boost minority enrollment, but they shouldn't confuse being busy with being effective. "Their self-perception is a little more optimistic than the reality. We're not seeing, from the numbers, any dramatic change in enrollment of minority students."

He added: "Although the 1987 enrollment of blacks and Hispanics showed a slight increase—stopping a decade-long slide—it was an extremely modest increase and nothing to rave about."

The extent of effort differed from one

Continued on Following Page

Survey of Campus Trends, 1989

MINORITY ISSUES

Campus activities to increase minority participation:

	A lot	Some	None
Increase undergraduate enrollment of minority students	32%	51%	17%
Increase graduate enrollment of minority students	20	44	34
Expand financial support for minority students	24	55	22
Increase retention of minority students	42	43	15
Increase completion rates of minority students	38	46	16
Improve campus climate for minority students	32	51	17
Hold festivals or other events to "celebrate" racial and ethnic diversity	29	43	28
Increase number of minority faculty members	31	48	21
Assist minority faculty members in meeting tenure and promotion requirements	17	44	38
Increase number of senior administrators from minority backgrounds	14	39	47

Campus actions to monitor and improve minority participation:

	Yes	Being discussed	No
Monitor minority student attrition each term	54%	15%	30%
Compile figures on completion rates for minority students	56	11	33
Compare minority representation among your students to minority representation:			
Among the population you serve	57	16	27
In the surrounding community	50	15	35
Hold annual workshops to increase racial/cultural awareness among:			
Students	37	15	47
Faculty	31	20	49
Staff and administrators	30	23	47
Offer incentives to academic departments to increase hiring of minority faculty members	17	11	71
Plan a major increase in spending for improving minority participation	15	21	64
Operate under a board-adopted policy with specific goals for increasing minority participation	37	7	57

Administrators' views of minority issues:

	High	Medium	Low
Level of support for improving minority participation at your institution:			
Today	32%	55%	13%
Ten years ago	10	39	51
Overall campus commitment to minority advancement:			
Today	41	47	11
Ten years ago	12	45	43
Degree of tension among racial/ethnic groups on campus:			
Today	2	18	80
Ten years ago	1	22	76
Degree of coordination among support services for minority students	3	46	19
Degree of confidence among senior administrators that greater gains can be made on this campus in advancing minorities	38	51	11

Administrators' views of campus climate for minority students:

	Excellent or very good	Fair or poor
Ability to attract black students	14%	60%
Ability to attract Hispanic students	11	67
Supportive climate for black students	26	40
Supportive climate for Hispanic students	21	43

FACULTY ISSUES

Faculty planning and hiring patterns:

	Yes
Institution has systematic faculty planning	32%
In the next five years, institution expects to:	
Increase the pace of hiring for full-time faculty positions	55
Decrease the size of its faculty	20
Institution makes extensive use of a part-time faculty	45

Faculty retirement patterns and practices:

	Yes
Institution has:	
Incentives for early retirement	37%
Phased retirement for faculty	19
Mandatory retirement age for faculty	39
Institution is currently revising its faculty-retirement plan	27
Institution expects an increased pace of retirements among full-time faculty during the next five years	50
The lifting of the mandatory retirement age will cause problems for this institution	18

* Excludes those reporting "good."

Note: The figures are based on responses to a survey sent to senior administrators at 456 colleges and universities in the spring of 1989. The response rate to the survey was 80 per cent. The responses to questions on minority issues exclude historically black colleges.

SOURCE: AMERICAN COUNCIL ON EDUCATION

Students Use Summer Internships to Gather Experience for Future Jobs

Continued from Page A1

tional summer jobs as camp counselor or sales clerk and using the time to explore career options and strengthen their résumés, say college career-planning directors.

"Students are getting away from going home and being lifeguards," says John P. Carvana, director of career planning and placement at Emory University. "They are trying to gain employment in careers consistent with their majors."

Colleges, meanwhile, are beginning to establish special programs to help students land summer internships. And corporate officials, worried about dire predictions of declining numbers of college graduates, are creating such positions to attract students as future employees. Like the three companies that courted Ms. Melton, many corporations are competing heavily for particularly bright students.

"We get to take a look at a future employee over a three-month period," says Sterling C. Gatling, placement supervisor for the research and development division at the Dow Chemical Company. "You get information you can't possibly get from a college transcript." Dow is employing 368 students as interns this summer.

Identifying Prospects Early

Traditionally, college juniors have been in the highest demand for internship positions. But that is changing as companies seek to identify talented students as early as their senior year in high school.

"More companies are finding it beneficial to provide internships," says Billy Dexter, assistant director of career planning and placement at Michigan State University. "They are starting to have to compete with other companies for quality students, so they are trying to identify students early and provide them with internships in the hope that they will come to work for them when they graduate."

Student interns at major corporations typically are paid well, with business and science majors com-



Ira D. Glasky with Sen. Pete Wilson: "A lot of people do grunt work and never get to see their Senator or Congressman."

manding \$10 to \$15 an hour and liberal arts students earning from \$8 to \$12 an hour, say students and college officials.

The story is different for students interested in working for government agencies or non-profit organizations. Such students typically earn much less for summer work than do those employed by big companies. As a result, colleges are offering grants to students to encourage them to take summer jobs in public-service fields.

For example, several corporations have given money to Duke University to help it subsidize the salaries of students working for such non-profit organizations as the North Carolina Rural Health Coalition and the Good Shepherd

Ministry, a church-affiliated organization in Washington that provides care for children of low-income families. This year the university is helping to pay the salaries of 50 students.

Public-Service Program

Jeff Bray, a senior at the University of Notre Dame, is working this summer for Environmental Action Inc., a non-profit group that lobbies Congress on environmental issues. He received \$2,000 for his living expenses from Notre Dame's Hesburgh Program in Public Service, a year-round program that encourages students to study and pursue careers in public service.

Until recently, students had to hustle to get information about

summer internships. "A few programs were run out of academic departments, or students would have to spend a lot of time poring over thick binders of internship information," says Larry H. Simpson, director of career planning and placement at the University of Virginia.

That is beginning to change at the urging of employers, Mr. Simpson says.

Some colleges and universities have even established programs to match students with employers.

"Students are coming to college as consumers," says Caroline A. Nisbit, director of one such program at Duke University called Duke Futures. "They want a good education, but they also want to be

able to compete in the job market." The program matched 55 students with internships in 1986, its first year. This summer the program helped 225 students find internships.

Some students are finding that internships themselves have helped them land other summer work later on. Ira D. Glasky, a senior at the University of Southern California, says he got his job in the office of Sen. Pete Wilson, Republican of California, through his contacts in the California Republican Party, with which he had an internship in Los Angeles last year.

In politics, Mr. Glasky says, such connections are particularly helpful. "You've got to get in somehow, because Congressmen and Senators tend to hire from within."

As corporations and colleges devote more attention to developing internships for students, the image of college interns' spending the summer copying documents and fetching coffee also is changing.

"If you offer a gofer job, it will get on the student grapevine," says David B. Small, assistant vice-president for career services at the University of Houston. "The reputation of a company can rise or fall on the basis of its summer internships."

Still, some student interns do their share of filing papers and other menial work. Mr. Glasky of the University of Southern California says he is one of the lucky interns on Capitol Hill because he has had a lot of contact with Senator Wilson. "A lot of people do grunt

"We get to take a look at a future employee over a three-month period. You get information you can't get from a transcript."

work and never get to see their Senator or Congressman," he says. "They'll be lucky to see him walk down the hall."

Some Companies Offer Perks

In addition to insuring that the work their interns do is significant, many corporations are beginning to offer perquisites to attract students.

Some corporations hold banquets, where interns can meet top company officials. Others offer, in addition to what the students earn during the summer, scholarships to help pay college tuition.

Corporate officials say they are taking special measures to attract interns because they are important as a source of future employees.

"We made a concerted effort to increase the number of students we had as interns because we were losing them to other companies" after they graduated, says Michael Dinkins, manager of commercial real-estate financing at General Electric's Capital Credit Corporation. "It's a way for us to compete." From one intern last summer, the corporation increased to eight the number it hired this year.

Some students do go back to college with job offers after summer

8 in 10 Colleges Report Efforts to Increase Enrollment of Minority Students

Continued from Preceding Page
type of institution to another. About 60 per cent of doctoral and comprehensive colleges reported "a lot" of activity to enroll and retain minority students. But baccalaureate and two-year colleges were much more likely to report only a moderate level of activity.

Tensions Low, 80 Pct. Say

Despite the national attention to incidents of racial hostility on college campuses, 80 per cent of the administrators characterized the tensions between racial and ethnic groups on their campuses as "low."

Mr. Wilson of the council said administrators might "look at their campuses and see no bombs being dropped and think there are no problems. But they are looking at physical peace as opposed to what may be a negative climate for minorities."

In fact, some of the administrators were less confident about whether their institutions were

providing a supportive environment for black and Hispanic students. Forty per cent said the environment for black and Hispanic students at their institutions was fair or poor.

Among the specific methods that colleges are using to monitor minority students and improve their participation in higher education, the most common involve information gathering, the survey showed. Just over half of the institutions monitor minority-student attrition and compile statistics on their graduation rates.

When it comes to adopting more concrete approaches to improve the campus climate for minority students or to hire minority professors, the colleges reported much less activity:

- Just over 30 per cent of the administrators said their colleges offered racial-awareness workshops for students, faculty or staff members, or administrators.

- Only 37 per cent operated under a board-adopted policy that in-

cludes specific goals for increasing the presence of minority students and professors on campus. Seven per cent were considering such a policy.

- About 60 per cent of the colleges did not plan a major increase in funds to raise the number of minority-group members on their campuses, although 20 per cent were discussing such an increase.

- About 70 per cent of the colleges did not offer incentives to academic departments to increase the hiring of minority faculty members, while 11 per cent were considering doing so.

The survey results show that the "whole area of recruiting minority faculty members remains very sensitive," Ms. El-Khawas said. "It remains an issue in which colleges don't know what actions they want to take."

Eight in 10 colleges reported they were making some sort of effort to hire more minority professors. About 60 per cent said they were trying to assist minority facul-

ty members in meeting tenure and promotion requirements.

However, nearly 50 per cent said they were making few attempts to hire senior administrators who are members of minority groups.

Finding Qualified People

Among the survey's findings about the current faculty, half of the institutions reported it was taking them longer to find qualified people for full-time positions. Half of the colleges also said they faced a more difficult time in persuading top applicants to accept faculty positions once they were offered.

Colleges reported that it was most difficult to find qualified people for faculty positions in computer science, business, mathematics, and health.

Copies of "Campus Trends, 1989" may be obtained for \$8 from the American Council on Education, Division of Policy Analysis and Research, One Dupont Circle, Washington 20036-1193. The price for members of the council is \$5.

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News Summary

Articles on inside pages

The anthropologist who sparked a firestorm by criticizing Margaret Mead's research on Samoan life has found new backing: Page A4.

Faculty members seeking alternatives to the classroom lecture are turning to a strategy called "collaborative learning": Page A9.

In a pay-equity settlement, the U. of Minnesota will give raises to 1,400 female administrators and faculty and staff members: Page A9.

A freeze on spending for student-aid programs and increases in support for colleges and N.I.H. research were voted by the House Appropriations Committee. A Senate committee, meanwhile, approved \$225-million for the Superconducting Supercollider: Stories on Page A13.

Despite cries of censorship, the Senate approved restrictions on work the National Endowment for the Arts can support: Page A13.

A long-simmering dispute over accounting rules for higher education appears to be resolved: Page A18.

The N.C.A.A. put Adelphi U.'s men's basketball team on three years' probation: Page A19.

Students at Beijing University defied martial law in the first major demonstration since the Chinese army crushed the pro-democracy movement: Page A21.

Staff members are protesting the racial status of a teaching hospital at South Africa's University of the Witwatersrand: Page A21.

SECTION 1 Pages A1-28

Athletics	A19
Books	A8
Business & Philanthropy	A18
Coming Events	A25
Deadlines	A27
Deaths	A25
Gazette	A24
Government & Politics	A13-17
Grants	A18
International	A21-22
Personal & Professional	A9-12
Scholarship	A4-8

SECTION 2 Pages B1-44

Arts	B5
Bulletin Board	B6-43
End Paper	B44
Opinion & Letters	B2-4

'ACADEMIC MUSICAL CHAIRS'

Affirmative-Action Goals, Coupled With Tiny Number of Minority Ph.D.'s, Set Off Faculty Recruiting Frenzy

By CAROLYN J. MOONEY

Campuses across the country have found that hiring minority faculty members is a difficult, expensive, and often elusive goal.

That's the short-term picture that has emerged from interviews with college and university officials seeking to hire more minority professors but frustrated by the scarcity of people to recruit.

It is too early to tell whether the longer-term picture is any brighter, but many observers agree it does not look promising. Although a number of institutions such as Duke University, the University of Wisconsin at Madison, and the University of Iowa report that they have hired more minority professors for the coming academic year, many others have found there simply are not enough to meet their goals.

'The Pipeline Is Drying Up'

From James H. Wertz, vice-chancellor for academic affairs at the University of North Carolina at Charlotte, comes this assessment: "I'm beginning to get evidence that the pipeline is drying up. We've not added as many black faculty members as we had hoped in the last couple of years."

From Jay Stauss, assistant vice-president for academic affairs and affirmative-action officer at the University of Arizona: "There just aren't many minority professors out there."

From Varro E. Tyler, executive vice-president for academic affairs at Purdue University: "We'll be lucky to break even. We're just bidding against one another. It's

becoming a kind of academic musical chairs."

Indeed, many higher-education officials acknowledge that recent recruiting efforts have amounted to little more than that: musical chairs, with campuses focusing on hiring minority professors away from each

The stagnation of blacks' progress in U.S. society is laid to persistent racism and a slowing of the economy: Page A4.

other and competing for the small pool of new doctorate recipients each year.

But while the game continues unabashedly, attitudes toward the recruitment of

Doctoral Recipients: U.S. Citizens by Ethnic Group



	1988	10-year change
Black	805	-22%
American Indian	93	+55
Asian	612	+57
Hispanic	594	+26
White	20,685	-5
Race unknown	383	—
All U.S. citizens	23,172	-8

SOURCE: NATIONAL RESEARCH COUNCIL

minority professors appear to be reaching a new stage: Many campuses finally recognize that if they are serious about diversifying their faculties, they must address problems of supply as well as demand. That means steering minority-group members into undergraduate programs and, ultimately, into graduate school.

"All of us know now that part of the goal is to enhance the pool," says Margaret R. Bates, vice-provost for academic programs at Duke University.

Although an increasing number of programs are under way to accomplish that goal, it may take years to see results.

In the meantime, the small proportion of

Continued on Page A10

HERE ARE 3 OF THE 4 U.S. BLACKS KNOWN TO HAVE WON MATH PH.D.'S LAST YEAR



Emory Brown
Ph.D., Harvard University



George F. Edmonds
Ph.D., Old Dominion University



Elaine C. Smith
Ph.D., American University

STORY ON PAGE A11

In Brief

Grand Jury Indicts Computer-Virus Suspect

SYRACUSE, N.Y.—A federal grand jury here has indicted the Cornell University graduate student who allegedly created a computer "virus" that clogged a computer network used by colleges and universities and by the U.S. military.

Robert T. Morris (*below*), 24,



ROBERT T. MORRIS FOR THE CHRONICLE

charged with one count of accessing—intentionally and without authorization—at least six computers in which the federal government had an interest.

The single felony count, which was announced by the U.S. Justice Department last week, is one of the first indictments to be brought under the Computer Fraud and Abuse Act of 1986.

Mr. Morris devised a computer program that kept reproducing and sending itself out over a network until it crippled thousands of machines across the nation last fall. A lawyer for Mr. Morris said the student would plead not guilty.

A report released by Cornell in April said Mr. Morris had acted alone when he released his computer virus on a national research network. The university has suspended Mr. Morris until the 1990 fall semester.

Two Shot and Killed at U. of Washington

SEATTLE—A suspect was arrested in the shooting murders at the University of Washington last week of one student and an applicant to the university's medical school.

The shootings occurred on the campus in full view of passersby and students in classrooms, some of whom came to the aid of the victims while others pursued the suspect until police arrested him near the campus.

The victims were Marjan Mohseninia, 18, and Abraham Sharif-Kashani, 27. Mr. Sharif-Kashani had re-

cently graduated from Seattle Pacific University and had applied for admission to the University of Washington's medical school. Ms. Mohseninia was enrolled in summer courses at the university.

The suspect, identified as Azizollah Mozooni, 24, was being held on two counts of suspicion of homicide, with bail set at \$500,000. Police said Mr. Mozooni was believed to be a former boyfriend of Ms. Mohseninia.

One student who saw the shootings from a classroom was a trained firefighter who, after discovering Mr. Sharif-Kashani was dead, administered first aid to Ms. Mohseninia. She was taken by ambulance to a nearby hospital, where she died.

President Resigns at Chicago State U.

CHICAGO—George E. Ayers resigned last month as president of Chicago State University during a meeting of the Illinois Board of Governors of State Colleges and Universities. The resignation came amid allegations of sexual harassment and financial irregularities.

A spokeswoman for the system declined to say whether Mr. Ayers had been asked to resign, and declined to say whether the allegations had played a role in his resignation. Mr. Ayers could not be reached for comment.

Mr. Ayers has been reassigned as a special assistant to the chancellor and will serve as a representative to the Center for Minority Educational Opportunity and Achievement at the American Association of State Colleges and Universities.

"He'll be working at the same salary, \$85,860, until next July, when he will be moving on out of the system completely," said Michelle R. Brazell, the board's assistant vice-chancellor for communications.

Harold Delaney, executive vice-president emeritus of the A.A.S.C.U., has been named acting president of Chicago State.

Cal. Regents Halt Pay of Convicted Ex-Chancellor

SAN FRANCISCO—The University of California's Board of Regents has cut off the \$84,200-a-year salary of Robert A. Huttenback, former chancellor of the Santa Barbara campus, while he appeals his conviction for embezzling \$174,000 in university funds.

The board also officially suspended Mr. Huttenback from his tenured faculty position but rejected faculty and administration recommendations for dismissal. The board said, however, that if Mr. Huttenback's felony conviction is upheld, he will be dismissed automatically. He would be the first tenured university faculty member to be fired in the university's 120-year history.

The board acted amid growing public criticism of the university's continued payment of Mr. Huttenback's salary, more than one year after his conviction.

Mr. Huttenback was convicted last year of misappropriating university funds for work on his personal residence and was ordered to pay a \$60,000 fine, serve five years' proba-

What They're Reading on College Campuses

	Previous Survey
1.  Yukon Ho! by Bill Watterson	2
2. All I Really Need to Know I Learned in Kindergarten, by Robert Fulghum	5
3. The Russia House, by John le Carré	—
4. The Mummy, by Anne Rice	6
5. Wildlife Preserves, by Gary Larson	3
6. Love in the Time of Cholera, by Gabriel Garcia Márquez	1
7. Chaos, by James Gleick	7
8. Till We Meet Again, by Judith Krantz	—
9. Talking God, by Tony Hillerman	—
10. It's Always Something, by Gilda Radner	—

The Chronicle's list of best-selling books was compiled from information supplied by stores serving the following campuses: American U., Baylor U., Bucknell U., Carleton College, Carnegie Mellon U., Case Western Reserve U., Central Michigan U., Idaho State U., Indiana U., Kent State U., Lawrence U., Lehigh U., Mankato State U., Montana State U., New York U., Pennsylvania State U., Portland State U., Princeton U., San Francisco State U., Stanford U., Syr-

acuse U., Tarrant County Junior College, Tulane U., U. of California at San Diego, U. of Hawaii, U. of Illinois at Urbana-Champaign, U. of Iowa, U. of Maryland-Baltimore County, U. of Missouri at Columbia, U. of Nebraska at Lincoln, U. of New Orleans, U. of Notre Dame, U. of Pittsburgh, U. of Puget Sound, U. of Virginia, U. of Washington, U. of Wisconsin at Madison, Vanderbilt U., and Xavier U. (Ohio). Reports covered sales of hardcover and paperback trade books in June.

tion, and perform 1,000 hours of community service. He had earlier repaid \$174,000 to the university.

Mr. Huttenback denies any wrongdoing.

2 Students Who Cheated Win Right to Enroll

GALVESTON, TEX.—Twin brothers who were suspended from the University of Texas Medical Branch at Galveston for cheating have won the right to enroll for second-year classes, pending an appeal by the university.

The 23-year-old twins, Forrest and Wendell Wall, were suspended after

they admitted that they had collaborated on a paper for a medical-ethics course that counted for a quarter of their final grade.

Thomas N. James, president of the medical school, ruled that the twins should repeat the ethics course, write theses on plagiarism, and perform 225 hours of community-service work.

A faculty committee later decided that the two should be given failing marks in their ethics course. That would prevent them from enrolling in second-year classes until they had repeated and passed the course.

The brothers took their case to district court, where a judge said the

High-School Students Found Taking More Core-Curriculum Courses

PRINCETON, N.J. Today's high-school students are taking more core-curriculum courses than their predecessors were five years ago, according to a new report by the Educational Testing Service.

The report, "What Americans Study," suggests that the curriculum recommendations laid out six years ago in "A Nation at Risk," a report by the National Commission on Excellence in Education, are having an impact on high-school students.

"It's clear that the reform efforts of the 1980's are resulting in more high-school graduates who are better prepared in academics," said Paul E. Barton, director of the E.T.S. Policy Information Center, which produced the report. "This is a result of more stringent state requirements and also increased admissions requirements on the part of many colleges."

"What Americans Study" is a

roundup of research on course-taking trends of high-school seniors. It examines the courses that high-school graduates took between 1982 and 1987, as well as information reported by college-bound seniors taking the Scholastic Aptitude Test in 1975, 1982, and 1988.

The report also includes information on the courses students complete in earlier grades. It shows that at least 75 per cent of all of last year's college-bound students completed four years of English, three years each of mathematics, science, and social studies, and two years of foreign-language studies. Ninety-five per cent of all students met the mathematics recommendations in "A Nation at Risk."

"What Americans Study" focuses on gains made in mathematics and sciences. The report reflects the quantity, not the quality, of courses that students have taken. Between

1982 and 1987, the E.T.S. report says, larger proportions of black, white, and Hispanic high-school students took algebra, geometry, pre-calculus, and trigonometry. Only small differences were reported in the proportions of male and female students taking those courses.

Academic Wins Battle to Avoid Deportation

WASHINGTON—The Board of Immigration Appeals ruled last week that Margaret J. Randall, a writer and professor, is a U.S. citizen and therefore cannot be deported.

The U.S. Immigration and Naturalization Service had said that Ms. Randall renounced her U.S. citizenship when she became a Mexican national in 1967. But the board, which handles appeals of immigration-service deportation orders—determined in a 3-to-2 decision that she had been forced by dire economic circumstances to take out Mexican citizenship and never freely renounced her American citizenship.

Ms. Randall, who has lived in Mexico, Cuba, and Nicaragua, has taught at the University of New Mexico, Trinity College in Connecticut, and Oberlin and Macalester Colleges since she returned to the United States five years ago.

U.S. Charges Activists in Animal-Rights Protest

BALTIMORE—Three animal-rights activists have been indicted in federal court here for their roles in a demonstration at the National Institutes of Health in April.

Two of the activists, Alexander F. Pacheco and Carol Lyn Burnett, were charged with assaulting an N.I.H. security officer. The third, Edward M. Ashton, was charged with destroying government property when he broke open the front door of the N.I.H. administration building, according to the indictment.

During the demonstration, which was sponsored by People for the Ethical Treatment of Animals, several hundred activists protested the use of animals in medical research. N.I.H. officials had given the activists permission to demonstrate. But protest-

Over the five-year period, geometry made the largest gain in attracting students. In 1987, 61 per cent of all high-school graduates had taken geometry—a 15-per-cent increase since 1982.

In science, chemistry registered the biggest gain. The number of seniors taking chemistry courses increased by 15 per cent over the five-year period from 1982 to 1987.

The report, "What Americans Study," is available for \$3.50 per copy from the E.T.S. Publications Order Service, P.O. Box 6736, Princeton, N.J. 08541.

—COURTNEY LEATHERMAN

MARGINALIA

The editor of Marginalia is goofing off this week.

Ambitious Goals, Tiny Pool Set Off Minority Faculty Recruiting Frenzy

Continued from Page A1

minority-group members in the nation's professoriate has become a major topic of discussion in academe. Across the country, small rural colleges and elite research universities alike have outlined ambitious plans to recruit more minority professors, and many a recent conference has devoted sessions to developing, recruiting, mentoring, and retaining them.

The result is a recruitment frenzy that is forcing campuses to address difficult and often thorny questions. Among them:

- Should minority professors command higher salaries than their white colleagues?
- Should institutions freely raid each other's faculties?
- Do recruitment plans that favor minority candidates constitute reverse discrimination?
- Does hiring foreign-born members of minority groups help attain affirmative-action goals?
- Should universities hire their own doctoral-degree recipients as professors, traditionally taboo?
- And, perhaps most important, what can be done to encourage more minority students to enter graduate school?

In 1985, the most recent year for which national statistics are available, minority-group members—including non-U.S. citizens—held 10 per cent of all full-time faculty jobs. By comparison, nearly 18 per cent of the nation's undergraduates in 1986 were American minority-group members.

From Lower-Income Families

In addition, the flow of minority students into doctoral programs—the main source of new professors for four-year institutions—has been slow. In 1988, for example, blacks earned 805 doctorates—22 per cent fewer than in 1978, and only 3.5 per cent of all doctorates awarded to U.S. citizens, according to preliminary statistics from the National Research Council. While the number of doctorates awarded to Hispanics, Asians, and American Indians has risen, their overall share remains small.

One common explanation for the low participation rates is that minority students tend to come from lower-income families than white students and thus are more reluctant to assume the financial burden of graduate school. Others are attracted to professional schools. Still others may have found academe inhospitable as undergraduates, a concern that is prompting some campuses to scrutinize everything from the curriculum to support programs to see if they are sensitive to minority students.

At the same time, higher-education officials say, academic careers must be made more attractive to all Americans. Although the number of doctorates awarded by U.S. universities rose between 1978 and 1988, foreign scholars accounted for much of the gain. The number of white Americans earning doctorates, while up slightly over last year, fell by 5 per cent since 1978. "In the long run, the only thing that can be done is to increase the

compensation and status of the academic profession as a whole," says Ormond Smythe, dean of academic affairs at Fisk University.

'You Can't Lock the Doors'

In the short run, minority scholars are in big demand.

A year and a half ago, the University of Wisconsin at Madison outlined an ambitious plan to add 70 minority professors—45 at the junior level and 25 at the senior level—over the next three and a half years. In the first year, it added 18 new minority professors. But it actually suffered a net loss of blacks: Although three of the new professors were black, five black professors left the campus.

"What is somewhat discouraging is that you can't lock the doors," says Bernard Cohen, vice-chancellor for academic affairs.

However, if institutions could lock their doors, Madison would not have made the gains that it did. For academic 1989-90, Madison expects to add six blacks, nine Hispanics, two American Indians, and one Pacific Islander to its faculty. Only one minority professor departed, resulting in a net increase of 17 minority professors.

Madison has been extremely aggressive in recruiting professors and trying to organize faculty-exchange programs with historically black institutions. But at least one administrator at a black university is nervous about how Madison will meet its numerical goal.

"They can come to Fisk University and say they're not interested in raiding," says Fisk's Mr. Smythe. But as long as Madison's plan includes hiring goals for senior faculty members, he adds, it appears some institutions will lose.

Madison officials say they won't raid black institutions, "but we figure our peer institutions are fair

"We make just as many errors for the top male candidates, so why can't we take the chance on minorities?"

game," says Associate Vice-Chancellor Phillip R. Certain.

His colleague, Mr. Cohen, defends the so-called Madison Plan this way: "No matter what we do, we cause problems for somebody," he says. "I think a more interesting question is, Why hire more minority professors? We are doing it to break the logjam and create an environment that is more attractive to junior minority faculty and students."

As an incentive, a growing number of campuses allow departments to hire a minority professor even if there isn't a job opening.

Among them is the University of Iowa. Before it had hired seven black professors for the coming year, it had only 16 black Americans on its 1,650-member faculty.

At the University of Arizona, ac-



Reginald Wilson: Hiring foreign-born minorities does not address the problems that affirmative action was designed to solve.

ademic departments must show that they are making a special effort to recruit women and minority-group members, and must try to include them on faculty search committees. As of June, Arizona had hired four Hispanics, three blacks, and three Asians for academic 1989-90. Because the state is heavily Hispanic, the university especially wants to recruit Hispanics, who make up just 2.6 per cent of its 2,078-member faculty.

Mr. Stauss, the assistant vice-president, is disappointed. Part of the problem, he says, is that some professors think affirmative-action goals require them to accept less-qualified candidates. But tenure rates for minority professors and white men, he notes, are similar. "We make just as many errors for the top male candidates who we think are the greatest thing that ever walked the earth, so why can't we take the chance on minorities?"

An Affirmative-Action Inquiry

Reginald Wilson, a senior scholar at the American Council on Education, says the desire to hire only the top candidate is a common problem among faculty. "If people meet the standards for acceptable candidates, they are acceptable," he says. "But you have to have an administration that is immune to faculty grumbling."

A case in point is Miami University. Since 1983, Miami has increased from 7 to 32 the number of black professors. It allows departments in which minority professors have historically been underrepresented to recruit qualified minority candidates without a full search.

Miami's success has not been tension-free. Last fall, an anonymous complaint led the Justice Department to conduct a quiet investigation of the university's affirmative-action program. Miami's affirmative-action officer thinks a disgruntled professor complained that the program was biased. (It was cleared.)

Indeed, faculty resistance to affirmative-action efforts can be strong. Last fall, for example, many of the 300 participants at the first annual meeting of the National Association of Scholars decried what they said were minority-recruitment plans that resulted in the hiring of mediocre candidates.

In some cases, professors who strongly support the goals of affirmative action say there simply are no minority scholars who

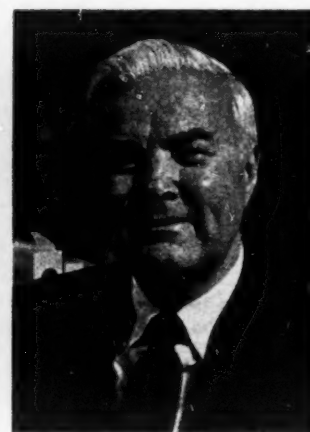


Margaret R. Bates: "You don't want situations where someone is so out of line with their colleagues that there is not a single faculty."

would meet their departments' standards. A professor whose department is among the most prestigious in the country reluctantly admits there are no black American scholars in his discipline who could be hired by his department without it being obvious to other professors—and to the minority candidate—that standards were being relaxed significantly. "Do you really think any top department would not hire a black if there weren't any other reason?" he asks, obviously frustrated.

Salaries Are a 'Market Matter'

On some campuses, the question of whether minority professors should command higher salaries threatens to add further to tensions. Because competition is so fierce, many recruit minority professors at salaries higher than those offered whites. "It's a market matter," says Mr. Werntz of North



Varro E. Tyler: "We'll be lucky to break even. We're just bidding against one another. It's becoming an academic musical chairs."

Carolina's Charlotte campus. He estimates that the salary differential at his campus is 5 per cent, but adds: "We hire accountants at salaries that are twice as high as those for foreign-language professors."

Duke decides salaries on a case-by-case basis. But, says Ms. Bates, the vice-provost, "You don't want to have situations where someone is so broadly out of line with their colleagues that there is no longer a single faculty."

Duke, which last year recommended that each academic unit hire a minority professor within five years, expects to add between four and six blacks to its faculty for the fall. The university's long-term approach also calls for more aggressive graduate-school recruitment of minority students.

Like other institutions, Duke is debating the appropriateness of recruiting its own doctoral-degree recipients as professors. While many

Minority-Group Members in Academe

In 1985, the most recent year for which comprehensive national statistics are available, minority-group members—including non-U.S. citizens—held 10 per cent of the nation's full-time faculty positions.

By comparison, American minority students made up nearly 18 per cent of the nation's undergraduates in 1986.

Blacks: They represented 4.1 per cent of the nation's full-time faculty members in 1985, down from 4.4 per cent in 1975. The total number of blacks increased during that time, however.

In 1988 blacks earned 805 doctorates—22 per cent fewer than in 1978. They earned 3.5 per cent of all doctorates awarded to U.S. citizens in 1988.

Many black professors are concentrated at historically black institutions. The proportion teaching at predominantly white institutions is estimated at 2.3 per cent.

Hispanics: They represented 1.7 per cent of all full-time faculty members in 1985, up from 1.4 per cent in 1975. The number holding full-time faculty positions rose by 27.9 per cent.

In 1988 Hispanics earned 594

doctorates—26 per cent more than in 1978.

Hispanics earned 2.6 per cent of all doctorates awarded to U.S. citizens in 1988.

Asians: They represented 3.9 per cent of America's full-time faculty members in 1985, up from 2.2 per cent in 1975. The number holding full-time faculty positions rose by 95.7 per cent.

In 1988 612 U.S. Asians earned doctorates—57 per cent more than in 1978. They earned 2.6 per cent of all doctorates awarded to U.S. citizens in 1988.

American Indians: They represented 0.3 per cent of all full-time faculty members in 1985, up from 0.2 per cent in 1975. The number holding full-time faculty positions rose by 48.2 per cent.

In 1988 93 American Indians earned doctorates—55 per cent more than in 1978. They earned 0.4 per cent of all doctorates awarded to U.S. citizens in 1988.

Sources: U.S. Equal Employment Opportunity Commission (faculty statistics) and National Research Council (doctorates).